
SHARP

SAFETY & HEALTH ACHIEVEMENT RECOGNITION PROGRAM

WHAT IS SHARP?

SHARP, the Safety and Health Achievement Recognition Program, was developed to provide Virginia employers with the opportunity to become self-sufficient in managing their safety and health management systems. SHARP is open to Virginia small employers with 250 or fewer employees who have been in business for more than one year.

SAFETY & HEALTH MANAGEMENT

A SHARP safety and health management system must successfully incorporate the following elements:

- Management Commitment and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training

CONCEPT

SHARP is not a goal. SHARP is a process that a company can go through in order to help achieve results in reducing workplace injuries and illnesses. When that happens, other benefits, such as improved morale, increased productivity, and reduced absenteeism are usually realized as well.

BENEFITS

The foremost beneficiaries of SHARP are employees, who, at the end of the work day, can go home safe and healthy to their families. Fewer injuries and illnesses can mean greater profits for employers as workers' compensation premiums and other costs decline. As safety and health programs improve, morale, quality and production begins to increase while injury and illness rates, absenteeism and error rates begin to decline. SHARP sites become models for other sites to follow. They begin to influence industry best practices, which raise the bar for all other employers in their respective industries.

REQUIREMENTS

Virginia worksite must have fully implemented a safety and health management system that incorporates all of the elements outlined above. Employees must be meaningfully and actively involved in all aspects of your safety and health management system. The worksite's days away restricted or transferred (DART) rate and Total Recordable Case Rate (TRC) must be below the most recent published BLS rates for their industry. The SHARP employer must have corrected or abated all hazards identified in the consultation process and must be working diligently to reduce workplace injury and illness rates. Finally, the SHARP worksite must receive an acceptable rating of at least 2 on all 58 elements of VOSH's Safety and Health Assessment Worksheet.

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HOW TO START

First, you must have had a comprehensive consultation within the last 12 months. Once that is completed the prospective SHARP employer initiates the process by asking for a SHARP consultation. When the employer indicates they are willing to work toward SHARP, the employer will be asked to formalize their intent by signing and submitting a SHARP Commitment Letter to signify their commitment to and understanding of the SHARP process. To prepare for the initial SHARP visit, you should make sure that your written safety and health programs and policies are available for the consultant to review. The consultant will also wish to review your injury and illness records, including OSHA 300 logs and accident or incident investigation forms. You will want to ensure that senior management is available for an opening conference to start the consultation and a closing conference at the end. Additionally, you should be prepared to free up employees for interview purposes.



THE PROCESS

In the SHARP process, your business will be evaluated by VOSH consultation staff to assess or 'measure' where your safety culture is. This evaluation is done during a comprehensive consultation, using a Safety and Health Assessment Worksheet. A VOSH consultant will schedule a time to conduct a comprehensive consultation of your facility. You should be prepared to allow one to two days for a thorough evaluation. A comprehensive consultation normally covers:

- Injury and illness records review
- Written program review
- Hazard assessment
- Visual inspection of the site
- Safety and health program assessment

After the initial assessment is completed, the consultant(s) will complete a written report which describes findings, recommendations, and guidance necessary to resolve noted deficiencies. If you meet the SHARP qualifications, the consultant will recommend SHARP approval. If you do not yet meet the requirements, you will receive assistance in developing another action plan, and this cycle will continue until all requirements are met.

CONTACT US

You can get more information about the SHARP program from a VOSH Consultant at your local VOSH Field Office, or you can visit VOSH's SHARP web page <https://www.doli.virginia.gov/vosh-programs/consultation/>